

UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF MASSACHUSETTS

CIVIL ACTION No. 04-CV-11986MEL

W. Michael Cahill, Pro-Se  
Plaintiff,  
v.

Verizon (New England), et al.  
Local 2222 IBEW  
Defendant

**PLAINTIFFS' MEMORANDUM OF FACTS IN OPOSITION TO  
TO MOTION TO DISMISS**

Supporting documents from the Defendant Verizon prove in fact that the Plaintiff was Full Time Regular for over a year, and that his status was changed after the first surplus was announced by the defendant Verizon. If the Defendant IBEW did not act in bad faith and discriminatory against the Plaintiff, and did proper research they would have obtained copies of these official documents stating that the Plaintiff was in fact Full Time Regular, instead because they knew that the Plaintiff was disabled they chose to refuse his grievance, and discriminate against him failing to represent. In correspondence with the defendants both the IBEW and Verzion, both claim that his status was never changed. The clock should begin on the admittance of Verizon in August of 2004. Because the defendants were working together the Plaintiff could not prove his status change without this admittance.

**TEMPORARY EMPLOYEES****Eligibility**

**P12.15** A temporary employee who has accumulated 130 days of work (including days of paid absence) during the current vacation year, including work at some time during either January or February shall be eligible for a vacation of two weeks with pay.

**P12.16** An employee who has accumulated 130 days of work (including days of paid absence) during the current vacation year, but not including work during either January or February shall be given a vacation of one week with pay.

**P12.17** Vacations shall be scheduled in accordance with the requirements of the service. An employee's vacation may be scheduled before the employee has accumulated 130 days of work provided that this is essential to proper force coverage throughout the year and that there is a definite expectation that the employee will subsequently accumulate the 130 days of work as specified in paragraph P12.15.

**Day-At-A-Time**

**P12.18** Temporary employees who are eligible for two weeks' vacation may use one of these vacation weeks to be taken on a day-at-a-time basis. Single vacation days may then be granted to employees on the basis of the earliest request and in accordance with the requirements of the service.

### **ARTICLE P13 Promotions Within The Bargaining Unit**

**P13.01** When selecting employees for job titles designated in Article G31, Note 1, first consideration shall be given to logical candidates in the immediate and related work groups, then to such candidates as have made known their desire to be transferred to such job titles.

**P13.02** Management will select the senior employee, provided the qualifications, such as ability, aptitude and attendance of the individuals considered meet the job title requirements and are judged by Management to be reasonably equal. The appropriate Business Manager will be notified when an employee is selected for one of these job titles.

tie provisions of Article G38 to receive wage increases with such eligibility commencing six (6) months following transfer.

- G29.11** If the above transfer is to a rated job title, and the employee receives the forty-eight (-8) month step wage rate, the employee must acquire the rating for that job title within twelve (12) months of the date of transfer in order to retain that wage rate. Date of rating will be as provided for in Article P29 ("Evaluation/Procedures"). However, if employee fails to acquire the necessary rating in the assigned job title within twelve (12) months, the employee's rate of pay will be reduced to the maximum progression wage rate.

## **ARTICLE G30**

### **Filling Vacancies**

**G30.01** Management determines when a vacancy exists. Vacancies shall be filled in accordance with the provisions of this Article.

#### **NOTICE OF VACANCY**

**G30.02** Subject to the provisions of paragraph G30.09, vacancies in rated job titles, vacancies following the use of formal bargaining unit departmental transfer plans or building plans in Traffic, Accounting, and Sales, and vacancies in non-rated job titles in Plant shall be advertised for seven (7) calendar days via electronic systems, toll-free telephone tape message and by other means agreeable to the parties. The advertisement shall indicate number of vacancies, department, reporting location, i.e., duesessler, initial term assignment, closing dates and application instructions. Building plans will be the geographic boundaries of each of the local Unions collectively comprising the bargaining agent, as such boundaries exist on the effective date of this Agreement.

#### **TRANSFER APPLICATION AND NOTICE OF AWARD**

**G30.03** Applications shall be made via electronic systems or toll-free telephone number, or by other means agreeable to the parties, and must be submitted by the closing date of the advertised vacancy. Notice of award shall be furnished to the successful applicant and the appropriate Business Manager and shall be advertised via electronic systems and toll-free telephone tape message. Successful applicants will have their length of time vestedency (i.e., the awarded job start as of the closing date of the advertised vacancy). It is expected that the successful applicant will be transferred, or assigned, to fill the vacancy no later than the start of the fourth weekly payroll period from the date of notice of award.

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**ELIGIBILITY**

**G30.04** Employees shall be eligible to fill vacancies or to apply for transfer to fill vacancies after twenty-four (24) months on present assignment. Such vacancies include vacancies at an employee's reporting location where two or more separately administered work groups exist within the same job title. However, employees with less than twenty-four (24) months on present assignment may submit bids for jobs in the same job title. Such requests will be considered when there are no eligible bids received, subject to the mutual consent of Local Management and the Local Business Manager involved.

Note: Regular full time employees who were reclassified from temporary full time positions in their job title at their existing reporting location and temporary full time employees who are reassigned in their job title at their existing reporting location, will be considered as having been on their present assignment from the date they reported to the temporary position held prior to their reclassification or reassignment.

**SELECTION****Rated Job Titles**

**G30.05** In cases of conversion, the employees of the offices to be converted will be given first consideration of assignments to the new office.

**G30.06** Consistent with the requirements of the service, applicants for transfer to fill vacancies shall be given consideration in the following order subject to Notes (a), (b), (c) and (d):

- (1) From regular full time employees within the bidding area in which the vacancy occurs who are permanently assigned in the job title in which the vacancy occurs.
- (2) From regular full time employees outside the bidding area in which the vacancy occurs but within the Company, who are permanently assigned in the job title in which the vacancy occurs.
- (3) From regular full time employees within the Company who are permanently assigned to other rated job titles.

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(4) From regular full time employees permanently assigned to other job titles within the bargaining unit who meet the requirements for the vacancy.

(5) From regular full time employees permanently assigned to other job titles outside the bargaining unit who meet the requirements for the vacancy.

(6) From former regular full time employees who were laid off from rated job titles in the bargaining unit and who are eligible for recall.

(7) From regular part time employees.

(8) From regular full time bargained for employees from outside of the IBEW bargaining units.

(9) From temporary employees.

Note (a)

Applicants who are regular full time employees and who are assigned in the job title in which the vacancy occurs shall be considered in order of seniority.

Note (b)

When considering applicants who are regular part time or temporary employees, the same order of consideration shall be used as is used for regular full time employees who are permanently assigned.

Note (c)

When considering applicants from outside of the job title in which the vacancy occurs, selection, if made from these applicants, shall be based on the applicant's qualifications, physical suitability and previous plant experience for the work covered by the vacancy. Preference will be given to applicants with rating in the job title in which the vacancy occurs.

Note (d)

On Central Office vacancies preference will be given to experience in the particular type of Central Office involved.

Note (e)

For Plant Bargaining Unit vacancies all plant clerical will be considered as a single job title.

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**Nonrated Job Titles**

**G30.07** Consistent with the requirements of the service, applicants for transfer to fill vacancies shall be given consideration in the following order subject to Notes (a), (b), (c), (d) and (e).

- (1) From regular full time employees within the bidding area in which the vacancy occurs who are permanently assigned in the job title and bargaining unit in which the vacancy occurs.
- (2) From regular full time employees outside the bidding area in which the vacancy occurs who are permanently assigned in the job title and bargaining unit in which the vacancy occurs.
- (3) From regular full time employees within the Company and bargaining unit who are not permanently assigned in the job title in which the vacancy occurs.
- (4) From regular full time employees within the bidding area in which the vacancy occurs who are permanently assigned in the job title in which the vacancy occurs.
- (5) From regular full time employees outside the bidding area in which the vacancy occurs who are permanently assigned in the job title in which the vacancy occurs.
- (6) From regular full time employees within the Company who are not permanently assigned in the job title in which the vacancy occurs.
- (7) From regular full time former employees who were laid off from nonrated job titles in the Labor Agreement and who are eligible for recall.
- (8) From regular part time employees.
- (9) From regular full time bargained for employees from outside of the IBEW bargaining units.
- (10) From temporary employees.

Note (a)

Applicants who are regular full time employees and who are assigned in the job title in which the vacancy occurs shall be considered in order of seniority.

Note (b)

When considering applicants who are regular part time or temporary employees, the same order of consideration shall be used as is used for regular full time employees who are permanently assigned.

Note (c)

When considering applicants from outside of the job title in which the vacancy occurs, selection, if made from these applicants, shall be based on the applicant's qualifications, physical suitability and previous experience for the work covered by the vacancy.

Note (d)

For Plant Bargaining Unit vacancies all plant clerical will be considered as a single job title.

Note (e)

For Facilities Assigner vacancies, seniority of Estimate Assigner rating will apply.

**OTHER PROCEDURES**

**G30.08** The provisions of paragraphs G30.02 through G30.07 do not apply to:

- (a) Reassignments within a clerical work group or a Logistics Services Employee Group when management does not expect to fill vacancies in that work group within ninety (90) calendar days of the reassignment. The reassignment will be filled by canvass of the employees in that work group.
- (b) Assignments to job titles covered in Article G31 (Note 1), or other assignments designated by management.

**G30.09** At the discretion of the Company, fifty (50) percent of the vacancies in each job title which otherwise would be advertised and processed in accordance with paragraphs G30.02 through G30.07 may be filled by hiring regular or temporary employees, accepting transfers from outside of the bargaining unit or by accepting temporary full time employees from within the bargaining unit.

**ARTICLE G25**  
**Force Adjustment Plan**

**GENERAL**

If, during the term of this Agreement, the Company notifies the Union in writing that technological change (defined as changes in equipment or methods of operation) has or will create a surplus of any job title in any work location which will necessitate layoffs or involuntary permanent reassessments of regular employees to different job titles involving a reduction in pay or to work locations requiring a change of residence, or if a force surplus or force rearrangement necessitating any of the above actions exists for reasons other than technological change, the Company shall provide the Union with the job title(s) and work location(s) affected, together with the names and net credited service dates of all employees in the affected job title(s) in the surplus location(s). In addition, if the surplus condition is caused by an External Event as these terms are defined in the letter of agreement dated August 5, 1994, the Company shall so notify the Union in writing. The Company shall take the following steps, in the order indicated below, to the extent necessary to eliminate the surplus or accomplish the force rearrangement.

**G25.01.** The Company will implement the provisions of Article G23 ("Income Protection Plan"), except that:

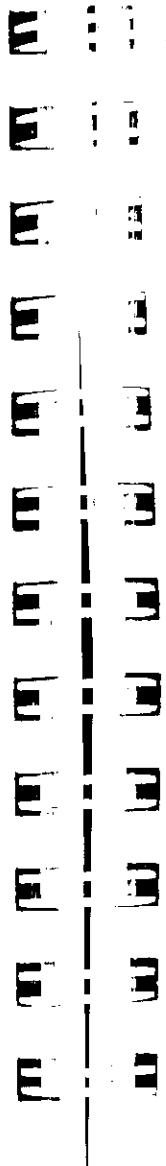
- (a) The replacement employee referenced in Article G23.01(b) can be in a surplus job title at a nonsurplus location and must be obtained from the canvass set forth in paragraph G25.02(b) below.
- (b) The Company may implement paragraphs G23.01(a) and (b) at the same time.

**Note:**

If a surplus is declared in a job title at a work location where an administrative work group in the surplus job title consists of employees reporting to other work locations and such employees are normally assigned to a common work area, all such work locations shall be considered as a single work location for purposes of the Force Adjustment Plan.

**G25.02** If the implementation of paragraph G25.01 above does not eliminate the surplus, the following steps shall be taken in the following order:

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(a) Rated employees at all locations within the bidding area where rated employees are surplus may, to the extent of the number of rated employees who are surplus, assert seniority of rating rights to displace employees in the same job title permanently assigned within the bidding area.

(b) The Company will conduct a simultaneous canvass at all surplus locations within each Union Local area where a surplus exists. Employees at surplus locations may assert seniority rights to transfer to jobs made available by the Company for which they are qualified. Such jobs will include, but are not limited to, the following:

- (1) Jobs where there is a need resulting from the implementation of paragraph G25.01(b) above.
- (2) Jobs in the surplus job title held by the most junior employees in the Union Local area, equivalent to the number of surplus employees in the job title in the Union Local area. However, an employee at a surplus location, at the time such employee is canvassed, cannot transfer to a job held by one of the identified junior employees if such junior employee is also at a surplus location.
- (3) Notwithstanding any other provisions of the Labor Agreement, jobs identified by the Company which would result if the Company work completed or laid off certain temporary employees within the Union Local area, both within and outside of the surplus bargaining unit.

**G25.03** If the implementation of paragraphs G25.01 and G25.02 does not eliminate the surplus, the provisions of Article G24.03 - G24.08 ("Job Bank") will apply except that the vacancies made available by the Company can be at a higher pension band than the job titles in which the surplus exists and can include vacancies from the NYNEX Job Bank.

- (a) Notwithstanding any other provision of the Labor Agreement, the Job Bank (Article G24.03) may include openings and vacancies covered by this Labor Agreement and vacancies that would result if the Company work completed or laid off temporary employees, both within and outside of the surplus bargaining unit.

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- (b) For purposes of this Article, the wages of any employees who are transferred, voluntarily or involuntarily, to jobs having lower basic weekly wage rates shall at the employee's option be reduced in accordance with Article G21 ("Reassignment Pay Protection Plan"), or green circled until the expiration of the Labor Agreement, that is, they will receive the wage rate applicable to their previous jobs, together with any negotiated wage increases, until the expiration of the Labor Agreement, at which time their wages will be reduced to the rate applicable to the job held at that time;
- (c) The transfer and vacancy provisions in this Article are separate from and not governed by the transfer and vacancy provisions of this Agreement. However, notwithstanding the provisions of Article G24.06, Plant, Traffic, Accounting, Logistics Services and Sales employees who fill vacancies under this Article shall be reimbursed for expenses in the same manner as outlined in Article P15.

**G25.04** If a surplus regular employee chooses not to transfer under the Job Banks canvass, the Company shall offer to such employees Income Protection payments as provided for in amounts set forth in the Labor Agreement. An employee's election to leave the service of the Company and receive Income Protection payments must be in writing and transmitted to the Company within seven (7) days of the offer and it may not be revoked thereafter. Such employees who elect to accept the Income Protection payments shall terminate their service and leave the payroll of the Company at the close of that seven (7) day period. All such employees who volunteer during such period will be accepted.

**G25.05** If the implementation of the above steps does not eliminate a surplus resulting from an External Event and if at least thirty (30) days has elapsed from the notification of a surplus condition pursuant to this Article, the Company shall lay off employees as provided for in the layoff provisions of this Labor Agreement.

**G25.06** Employees rearranged as a result of the implementation of this Article, will be given one opportunity, before the vacancies are posted and filled under the provisions of Article G30 ("Filling Vacancies"), to return to their former location and job title in the inverse order in which they were rearranged. Employees will be eligible for return opportunities for two (2) years from the date of their rearrangement, or for the life of this Agreement, whichever is greater. Employees declining such offer will still be eligible under Article G30 to fill posted vacancies.

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**G25.07** Nothing in this Article shall be construed as prohibiting the Company and the Union from modifying by mutual agreement, the force adjustment provisions.

## ARTICLE G26 Technology Change Committee

**G26.01** The parties will establish a Technology Change Committee consisting of not more than three representatives of the Company and not more than three representatives of the Union. Such committee may be convened at the option of either party at mutually agreeable times.

**G26.02** The purpose of the Committee is to provide for discussion of major technological changes (including changes in equipment organization or methods of operation) which may affect employees represented by the Union. The Company will notify the Union at least six (6) months in advance of planned major technological changes. Meetings of the Committee will be held as soon thereafter as can be mutually arranged. At such meeting the Company will advise the Union of its plans with respect to the introduction of such changes and will familiarize the Union with the progress being made.

**G26.03** The impact and effect of such changes on the employees shall be appropriate matters for discussion. The Company will discuss with the Union:

- (a) What steps might be taken to offer employment to employees affected:
  - (1) In the same locality or other localities in jobs which may be available in occupations covered by the collective bargaining agreement between the parties
  - (2) In other occupations in the Company not covered by the collective bargaining agreement.
- (b) The applicability of various Company programs and contractual provisions relating to force adjustment plans and procedures including Income Protection Plan, Reassignment Pay Protection Plan, retirement, transfer procedures and the like.

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## Verizon ECR Turnaround Document

NAME: Cahill, Michael	COMPANY: Verizon New England Inc.	EFF DATE: 01/01/01	SEQ: 0	REQ/TEMP: R
EMPLID: MC21050	CURRENT RC: A2K501000	ACTION: MDU	EMP CLASS: C	
EMP STATUS: A	JOB TITLE: CENTRAL OFFICE TECHNICIAN	REASON: JCC	EXIT IND: F	FULL/PART: F
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JOB CODE: 500564	TEMP ASSIGN: N	FLSA: N	CL/WAGE TBL: 02	
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SSG#:	LOA RET DATE: _____	CYCLE: NET 3 - Weekly		
PAY CODE: 3103320	WORK STATE IND: MA	CO LOCATION: _____		
STEP: 0	LOCATION CODE: 00M011			
STRUCT/ZONE: 1	WORK LOCATION: 7 ELM STREET			
FTE: 1.00				
STANDARD HRS: 40	DAILY SCHED HRS: _____			
SCHEDULED HRS: 40	CURRENT: S: 0 M: 8 T: 8 W: 8 TH: 8 F: 8 S: 0			
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SPEC TREAT DATE: _____	DAILY FARES: 0.00	COMP RATE: 405.50		
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INCREASE: 0.00	RESIDENCY DATE: 10/30/00			
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CITY: SALEM	STATE: MA	POSTAL: 01970		
COUNTRY: USA	INTL POSTAL: _____	LOCALITY: _____		
HOME PHONE #: 978/740-9887	NONPUB: _____	TYPE: _____		
OTHER HOME PHONE: _____	NONPUB: _____	CONFIDENTIAL: N		
WORK ADDRESS: FLOOR #: 1	MAIL DROP: NM0110101	BEEPER/PIN: _____		
ROOM #: _____	WORK PHONE/EXTN: 617/743-3516			
CUBICLE #: _____	FAX #: _____			
EMERGENCY CONTACT: CONTACT NAME: _____				
REMARKS: _____				
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PREP BY: _____	TEL #: _____	AUTH BY: _____		
PAGER: _____				
HOME PHONE: _____				
WORK PHONE: _____				

## VERIZON ECR TURNAROUND DOCUMENT

NAME: CAHILL, MICHAEL  
 EMPLID: MC21050 COMPANY: VERIZON NEW ENGLAND INC.  
 EMP STATUS: A CURRENT RC: A2K501000  
 JOB TITLE: CENTRAL OFFICE TECHNICIAN

ORG UNIT: 4010922 EFF DATE: 01/01/01  
 JOB CODE: 500564 ACTION: MBU  
 JSC: 021 REASON: SEQ: 0  
 SSG#: \_\_\_\_\_ IND: A  
 PAY CODE: 3103320  
 SHIFT: 0  
 STRUCT/ZONE: 1  
 FTE: 1.00  
 STANDARD HRS: 40  
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 JOB SHARE: COMPRESS WORK WEEK:  
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 TEMPORARY INCREASE: 0.00  
 EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)  
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 PROPOSED: \_\_\_\_\_

REG/TEMP: R  
 EMP CLASS: FULL/PART: F  
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 WORK STATE IND: MA  
 LOCATION CODE: 000084  
 WORK LOCATION: 125 HIGH STREET  
 BOSTON  
 DAILY SCHED HRS:  
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 PERM JOB CODE: 500564

RESIDENCE ADDRESS: 14 SOUTH ST  
 ADDRESS 1: CITY: SALEM  
 COUNTRY: USA STATE: MA  
 HOME PHONE #: 978/740-9887  
 OTHER HOME PHONE: WORK ADDRESS: FLR #: 1401  
 ROOM #: \_\_\_\_\_ CUBICLE #: \_\_\_\_\_  
 EMERGENCY CONTACT: CONTACT NAME: \_\_\_\_\_  
 REMARKS: \_\_\_\_\_

MAIL DROP: 16062000  
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 TEL #: \_\_\_\_\_  
 PREP BY: Jeanne Foster

## Verizon ECR Turnaround Document

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## Verizon ECR Turnaround Document

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FTE: 1.00	MALDEN		
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SPEC TREAT DATE: <u></u>	DAILY FARES: 0.00	COMP RATE: 405.50	
SPEC TREAT TYPE: <u></u>	RPP AMOUNT: 0.00	SHIFT DIFF: 0.00	
PIP AMT/DATE: 0.00	NON STAND SAL IND: N	RATE CHANGE ANT: 0.00	
CPS AMT/DATE: 0.00	BASIC RATE: 405.50	RATE CHANGE PCT: 0.00	
STA AMT/DATE: 0.00	STI AMT/DATE: 0.00		
TEMPORARY INCREASE: 0.00	RESIDENCY DATE: 10/30/00		
PERM COMPRATE: 405.50	PERM COMPRATE: 405.50	PERM JOB CODE: 500564	
EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)			
CURRENT: 4711 0 2000000 100			
PROPOSED: <u></u>			
RESIDENCE ADDRESS 1: 14 SOUTH ST COMMENTS: <u></u>			
CITY: SALEM	STATE: MA	POSTAL: 01970	
COUNTRY: USA	INTL POSTAL: <u></u>	LOCALITY: <u></u>	
HOME PHONE #: 978/740-9887	NONPUB: <u></u>	TYPE: <u></u>	CONFIDENTIAL: N
OTHER HOME PHONE: <u></u>	NONPUB: <u></u>		
WORK ADDRESS: <u></u>	MAIL DROP: NM0110101	BEEPER/PIN: <u></u>	
FLOOR #: 1	WORK PHONE/EXT: 617/749-3516		
ROOM #: <u></u>	FAX #: <u></u>		
CUBICLE #: <u></u>			
EMERGENCY CONTACT: <u></u>			
CONTACT NAME: <u></u>			
REMARKS: <u></u>			
ECR PREPARER CODE: 6221	OPERATOR ID: BA46WDC	HOME PHONE: <u></u>	PAGER: <u></u>
PREP BY <u></u>	TEL #: <u></u>	WORK PHONE: <u></u>	CELL: <u></u>
		INPUT DATE: 02/15/01	
		AUTH BY: <u></u>	

## Verizon ECR Turnaround Document

NAME: Cahill, Michael	EFF DATE: 04/29/01	SEQ: 0	REG/TEMP: R
EMPLID: MC21050	ACTION: PAY	EMP CLASS: C	
EMP STATUS: A	REASON: PROG	EXIT IND:	FULL/PART: F
JOB TITLE: CENTRAL OFFICE TECHNICIAN			
ORG UNIT: 4010925	SUPERVISOR ID: BAGLH3C	MANAGER IND: 0	SAL ADMIN PLAN: 50
JSC: 500564	TEMP ASSIGN: N	FLSA: N	CL/WAGE TBL: 02
SSG#:	EXP END DATE: _____	PAY CYCLE: NET 3 - Weekly	SCA/UA: N
	LOA RET DATE: _____		
PAY CODE: 3103320	WORK STATE IND: MA	CO LOCATION: 00M011	
STEP: 6	LOCATION CODE: 7 ELM STREET		
STRUCT/ZONE: 1	WORK LOCATION: MELDEN		
FTE: 1.00			
STANDARD HRS: 40	DAILY SCHED HRS: 40	CURRENT: S: 0 M: 8 T: 8 W: 8 TH: 8 F: 8 S: 0	OTHER ARRANGEMENTS: _____
SCHEDULED HRS: 40	PROPOSED: S: _____ M: _____ T: _____ W: _____ TH: _____ F: _____ S: _____		
SHIFT: 1			
SHIFT FACTOR: 0			
JOB SHARE: COMPRESS WORK WEEK: NEXT PROG DATE: 10/30/01	FLEXTIME: WORK AT HOME: WORK NEAR HOME: WORK HOME: OTHER ARRANGEMENTS: _____		
SPEC TREAT DATE: 14	AVE COMMISSION: 0.00	CYCLE RATE: 463.50	
SPEC TREAT TYPE: SOUTH ST	DAILY FARES: 0.00	COMP RATE: 463.50	
PIP AMT/DATE: 0.00	RPPP AMOUNT: 0.00	SHIFT DIFF: 0.00	
CPS AMT/DATE: 0.00	NON STAND SAL IND: N	RATE CHANGE AMT: 58.00	
STA AMT/DATE: 0.00	BASIC RATE: 463.50	RATE CHANGE PCT: 14.30	
TEMPORARY INCREASE: 0.00	STI AMT/DATE: 0.00	BEACON REP ID: 500564	
PERM COMPRATE: 463.50			
EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)			
CURRENT: 4711 0 2000000 100			
PROPOSED: _____			
RESIDENCE ADDRESS: ADDRESS 1: 14 SOUTH ST CITY: SALEM STATE: MA POSTAL: 01970 COMMENTS: Chance Machado			
COUNTRY: USA HOME PHONE #: 978/740-9887 OTHER HOME PHONE: WORK ADDRESS: FLOOR #: 1 ROOM #: 1 MAIL DROP: NMW0110101 WORK PHONE/EXT: 617/743-3516 BEEPER/PIN: _____			
CUBICLE #: _____ EMERGENCY CONTACT: CONTACT NAME: REMARKS: _____			
OPERATOR ID: BASK11Z TEL #: 617-743-5214/2 HOME PHONE: _____ WORK PHONE: _____ PAGER: _____ CELL: _____ INPUT DATE: 05/10/01 AUTH BY: _____			
ECR PREPARER CODE: 6221 PREP BY Anna Kenee PA			

## Verizon ECR Turnaround Document

NAME: Cahill, Michael	COMPANY: Verizon New England Inc.	EFF DATE: 08/05/01	SEQ: 0	REG/TEMP: R
MPL ID: MC21050	CURRENT RC: A2K501160	ACTION: PAY	ACTION MODE: A	EMP CLASS: F
EMP STATUS: A	REASON: ANN	EXIT IND: F	FULL/PART: F	
<hr/>				
HRG UNIT: 4010925	SUPERVISOR ID: BA6LH3C	MANAGER IND: 0	SAL ADMIN PLAN: 50	
JOB CODE: 500564	TEMP ASSIGN: N	FLSA: N	CL/WAGE TBL: 02	
JSC: 021	EXP END DATE:	PAY	SCA/UA: N	
MSG#:	LOA RET DATE:	<hr/>		
<hr/>				
AY CODE: 3103326	WORK STATE IND: MA	CO LOCATION: NET 3 - Weekly		
STEP: 6	LOCATION CODE: 00M011			
STRUCT/ZONE: 1	WORK LOCATION: 7 ELM STREET			
FTE: 1.00				
<hr/>				
STANDARD HRS: 40	DAILY SCHED HRS: CURRENT: 0	S: 0	W: 8	T: 8
SCHEDULED HRS: 40	PROPOSED: 0	H: 0	W: 8	TH: 8
SHIFT: 1				F: 8
SHIFT FACTOR: 0				S: 0
JOB SHARE: COMPRESS WORK WEEK: FLEXTIME: WORK AT HOME: WORK NEAR HOME: OTHER ARRANGEMENTS:				
<hr/>				
TEXT PROG DATE: 10/30/01	AVE COMMISSION: 0.00	CYCLE RATE: 477.50		
SPEC TREAT DATE:	DAILY FARES: 0.00	COMP RATE: 477.50		
SPEC TREAT TYPE:	RPPP AMOUNT: 0.00	SHIFT DIFF: 0.00		
PIP AMT/DATE:	NON STAND SAL IND: N	RATE CHANGE AMT: 14.00		
SPS AMT/DATE: 0.00	BASIC RATE: 477.50	RATE CHANGE PCT: 3.02		
STA AMT/DATE: 0.00	STI AMT/DATE: 0.00	BEACON REP ID: 500564		
TEMPORARY: 0.00	RESIDENCY DATE: 10/30/00	PERM JOB CODE: 500564		
INCREASE: 0.00	PERM COMPRATE: 477.50			
<hr/>				
EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)				
CURRENT: 4711 0 2000000 100				
PROPOSED: _____				
<hr/>				
RESIDENCE ADDRESS: ADDRESS 1: 14 SOUTH ST CITY: SALEM STATE: MA POSTAL: 01970 COMMENTS: COUNTRY: USA INT'L POSTAL: NONPUB: NONPUB: TYPE: CONFIDENTIAL: N				
HOME PHONE #: 978/740-9887 OTHER HOME PHONE: FLOOR #: 1 MAIL DROP: NM0110101 BEEPER/PIN: WORK PHONE/EXT: 617/743-3516 FAX #: _____				
WORK ADDRESS: ROOM #: CUBICLE #: EMERGENCY CONTACT: CONTACT NAME: REMARKS: HOME PHONE: WORK PHONE: PAGER: CELL: INPUT DATE: 08/07/01 AUTH BY: _____				
ECR PREPARER CODE: 6221 PREP BY: OPERATOR ID: HRPGIRT TEL #: _____				

## VERIZON ECR TURNAROUND DOCUMENT

NAME: CAHILL, MICHAEL  
 EMPID: MC21050 COMPANY: VERIZON NEW ENGLAND INC.  
 EMP STATUS: A CURRENT RC: A2K501160  
 JOB TITLE: CENTRAL OFFICE TECHNICIAN

REG/TEMP: R  
 EMP CLASS: C  
 FULL/PART: F

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ORG UNIT:	4010925	SUPERVISOR ID:	BA6LH3C	MANAGER IND:	0	SAL ADMIN PLAN:	50
JOB CODE:	500564	TEMP ASSIGN:	N	FLSA:		CL/WAGE TBL:	02
JSC:	021	EXP END DATE:		PAY CYCLE:	NET 3 - WEEKLY	SCA/UA:	N
SSG#:		LOA RET DATE:					
PAY CODE:	3103320	WORK STATE IND:	MA	CO LOCATION:			
STEP:	6	LOCATION CODE:	00M011				
STRUCT/ZONE:	1	WORK LOCATION:	7 ELM STREET				
FTE:	1.00		MALDEN				
STANDARD HRS:	40	DAILY SCHED HRS:					
SCHEDULED HRS:	40	CURRENT:					
SHIFT:	1	PROPOSED:					
SHIFT FACTOR:	0						
JOB SHARE:	COMPRESS WORK WEEK:	FLEXTIME:	WORK AT HOME:	WORK NEAR HOME:	OTHER ARRANGEMENTS:		
NEXT PROG DATE:	10/30/01	AVE COMMISSION:	0.00	CYCLE RATE:	477.50		
SPEC TREAT DATE:		DAILY FARES:	0.00	COMP RATE:	477.50		
SPEC TREAT TYPE:		RPPP AMOUNT:	0.00	SHIFT DIFF:			
PIP AMT/DATE:	0.00	NON STAND SAL IND:	N	RATE CHANGE AMT:	0.00		
CPS AMT/DATE:	0.00	BASIC RATE:	477.50	RATE CHANGE PCT:	0.00		
STA AMT/DATE:	0.00	STI AMT/DATE:	0.00	BEACON REP ID:			
TEMPORARY:		RESIDENCY DATE:	10/30/00	PERM JOB CODE:	500564		
INCREASE:	0.00	PERM COMPRATE:	477.50				
CURRENT:	4711 0 2000000 100	EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)					
PROPOSED:							
RESIDENCE ADDRESS:	14 SOUTH ST	EFF DATE:	1900-01-01	COMMENTS:			
ADDRESS 1:		STATE:	MA	POSTAL:	01970		
CITY:	SALEM	INTL POSTAL:		LOCALITY:			
COUNTRY:	USA	NONPUB:					
HOME PHONE #:	978/740-9887	NONPUB:		TYPE:			
OTHER HOME PHONE:				CONFIDENTIAL:	N		
FLOOR #:	1	MAIL DROP:	16062000	BEEPER/PIN:			
ROOM #:		WORK PHONE/EXT:	617/743-3516				
CUBICLE #:		FAX #:		HOME PHONE:			
EMERGENCY CONTACT:				WORK PHONE:			
CONTACT NAME:							
REMARKS:							
ECR PREPARER CODE:	6221	OPERATOR ID:	BAPSZJB	INPUT DATE:			
PREP BY		TEL #:		AUTH BY:	09/07/01		

Verizon ECR Turnaround Document

NAME: Cahill, Michael	EMPID: MC21050	COMPANY: Verizon New England Inc.	REG/TEMP: R
EMP STATUS: A	CURRENT RC: A2K501160	ACTION: FULL/PART:	F
JOB TITLE: CENTRAL OFFICE TECHNICIAN		SEQ: 0	EXIT IND: F
ORG UNIT: 4010925	SUPERVISOR ID: BAGLH3C	MANAGER IND: 0	ACTION MODE: A
JOB CODE: 500564	TEMP ASSIGN: N	SAL ADMIN PLAN: 50	
JSC: 021	EXP END DATE: _____	CL/MAGE TBL: 02	
SSG#:	LOA RET DATE: _____	SCA/UA: N	
PAY CODE: 3103320	WORK STATE IND: MA	CYCLE: NET 3 - Weekly	
STEP: 12	LOCATION CODE: 0000011	CO LOCATION: _____	
STRUCT/ZONE: 1	WORK LOCATION: 7 ELM STREET	MALDEN	
FTE: 1.00			
STANDARD HRS: 40	DAILY SCHED HRS: CURRENT: S: 0 M: 0 T: 0 W: 0 TH: 0 F: 0 S: 0		
SCHEDULED HRS: 40	PROPOSED: S: 0 M: 0 T: 0 W: 0 TH: 0 F: 0 S: 0		
SHIFT: 1	FLEXTIME: WORK AT HOME: WORK NEAR HOME: OTHER ARRANGEMENTS: _____		
SHIFT FACTOR: 0			
JOB SHARE: COMPRESS WORK WEEK: NEXT PROG DATE: 04/30/02	AVE COMMISSION: 0.00	CYCLE RATE: 546.00	
	DAILY FARES: 0.00	COMP RATE: 546.00	
SPEC TREAT DATE: PIP AMT/DATE: CPS AMT/DATE: STA AMT/DATE: TEMPORARY INCREASE: 0.00 0.00 0.00 0.00 0.00	RPP AMOUNT: 0.00	SHIFT DIFF: 0.00	
	NON STAND SAL IND: N	RATE CHANGE AMT: 68.50	
	BASIC RATE: 546.00	RATE CHANGE PCT: 14.35	
	STI AMT/DATE: 0.00	BEACON REP ID: 500564	
	RESIDENCY DATE: 10/30/00	PERM COMPRATE: 546.00	
	PERM JOB CODE: 500564		
EARNINGS DISTRIBUTION (JFC/ENVIRO CODE/ADMIN AREA/PERCENT)			
CURRENT: 4711 0 2000000 100			
PROPOSED: _____			
RESIDENCE ADDRESS: ADDRESS 1: 14 SOUTH ST	EFF DATE: 1900-01-01	COMMENTS: _____	
CITY: SALEM	STATE: MA	POSTAL: 01970	
COUNTRY: USA	INTL POSTAL: _____	LOCALITY: _____	
HOME PHONE #: 978/740-9887	NONPUB: _____	TYPE: CONFIDENTIAL: N	
OTHER HOME PHONE: _____	NONPUB: _____		
WORK ADDRESS: FLOOR #: 1	MAIL DROP: 1G0620000	BEEPER/PIN: _____	
ROOM #: _____	WORK PHONE/EXT: 617/743-3516	FAX #: _____	
CUBICLE #:			
EMERGENCY CONTACT: CONTACT NAME: _____			
REMARKS: _____			
ECR PREPARER CODE: 6221	OPERATOR ID: HRPPWPRO	INPUT DATE: 10/26/01	
PREP BY _____	CELL: _____	AUTH BY: 10/26/01	
HOME PHONE: _____	PAGER: _____		
WORK PHONE: _____	CELL: _____		

## Employee Absence/Tardiness Record (RA North)

G-650/1477

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# Employee Absence/Tardiness Record (Verizon North)

G-8501477

 verizon

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Filed 12/22/2004

Document 21

Case 1:04-cv-11986-MEL

**Year**

**2001**

**Name**

**DHLL L. MURKIN**

**Social Security No.**

**033 503 4527**

**Time**

**Act**

**Work Location**

**7220 P ST**

**Net Credited Service Date**

**1/1/30/02**

**Residence - Street No & Name**

**14 SAVILLE ST**

**City**

**SPRING**

**State**

**MD**

**Zip Code**

**21220**

**Telephone No.**

**315-720-9550**

Mo.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Absence	Tardy	Date Occ. Occ.
J	H																																	
F																																		
M																																		
A																																		
M																																		
J	V																																	
J	H																																	
A																																		
S	H																																	
O																																		
N																																		
D																																		

**Previous Year - Davis Carried Over**

**Work Days**

<b>H</b>	<b>Taken:</b>
5/29	
5/30	
5/31	
6/1	
6/4	

<b>16</b>

**Current Year Vacation**

**Taken**

<b>5/29</b>	<b>5/30</b>	<b>5/31</b>	<b>6/1</b>	<b>6/4</b>

**Whole Days**

<b>4</b>

**Paid Excused**

<b>X</b>	<b>Taken:</b>

**Floating Holidays**

<b>1</b>

**Holiday's Occ. During Vacation**

<b>Taken:</b>

**Taken On:**

<b>YR</b>

**Unpaid Excused**

<b>YR</b>

**Days**

**Carried Over To Next Year**

**Vacation/Excused Work Days**

**Holiday's Occurred During**

**Vacation**

**Total Days**

**This Year Incidental/Disability & Other Absence**

**Total Days**

**Days**

## **Employee Absence/Tardiness Record (Verizon North)**

**Employee Absence/Tardiness Record (Verizon North)**

<b>Employee Name</b> <i>John M. Miller</i>	<b>Social Security No.</b> <i>33 52 1020</i>	<b>Year</b> <i>2004</i>	<b>Net Credited Service Date</b> <i>11/30/02</i>
<b>Residence - Street &amp; Name</b> <i>14 South St</i>		<b>City</b> <i>Glenview</i>	<b>State</b> <i>IL</i>
		<b>Zip Code</b> <i>60025</i>	<b>Telephone No.</b> <i>(708) 926-2222</i>

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	Days Off	Days Off
	H																															

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Days Off	Days Off
	H																														

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28

## Employee Absence/Tardiness Record (Verizon North)

G-550H147

**verizon**

Name <b>CAHILL, MICHAEL</b>	Social Security No. <b>033-52-1050</b>	Title <b>CENTRAL OFFICE TECH</b>	Work Location <b>7-ELM STREET - MATTHEW, MA.</b>	Net Credited Service Date <b>10-30-00</b>
Residence - Street No./Name <b>12 WHITE WOOD CIRCLE</b>	City <b>AMESBURY</b>	State <b>MA</b>	Zip Code <b>01913</b>	Telephone No. <b>473-388-7695</b>

Breadline Years - Dunces Can't Hold Up

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Vacation/Excused Work Days	Holidays Occurred During	Total Days
	Vacation	

SMI AT TIME OF RECORD ON HERE